DOCUMENT RESUME

ED 094 812 JC 740 268

AUTHOR	Hopper, Floyd L.
TITLE	A Study of the Policy of Hourly Wages for Part-time Instructors of Community Colleges in California.
INSTITUTION	Nova Univ., Fort Lauderdale, Fla.
PUB DATE	Apr 73
NOTE	15p.; Practicum presented to Nova University in partial fulfillment of requirements for Doctor of Education degree
EDRS PRICE	MF-$0.75 HC-$1.50 PLUS POSTAGE
DESCRIPTORS	*College Teachers; *Community Colleges; Comparative Analysis; *Part Time Teachers; Post Secondary Education; Practicums; School Surveys; State Surveys; *Teacher Salaries; Wages
IDENTIFIERS	California; *Compton Community College

ABSTRACT

To determine if the rate of pay for part-time instructors at Compton Community College was low or average, a survey was conducted of the community colleges in California as to the pay of part-time instructors teaching lecture-type classes only. A survey questionnaire was sent to the Deans of Continuing Education in the 98 California community colleges; responses were received from 68. The rates of pay of the various colleges are listed, with the median and the mean indicated, and are depicted on a graph. The results of the study showed that the part-time pay for lecture classes at Compton was 92 cents per hour below the median. Pay for all part-time instructors at the college was then increased 50 cents an hour. (DB)

ED 094812

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

BEST COPY AVAILABLE

A STUDY OF THE POLICY OF HOURLY WAGES FOR PART-TIME INSTRUCTORS OF COMMUNITY COLLEGES IN CALIFORNIA

EDUCATIONAL POLICY SYSTEMS

by

Floyd L. Hopper, M.A.

Compton Community College

JC 740 268

JOHN A. DAVITT, CLUSTER COORDINATOR

A PRACTICUM PRESENTED TO NOVA UNIVERSITY IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE OF DOCTOR OF EDUCATION

NOVA UNIVERSITY

April, 1973

BEST COPY AVAILABLE

TABLE OF CONTENTS

		Page
I.	TITLE	1
II.	STATEMENT OF THE PROBLEM	1
III.	HYPOTHESIS	2
IV.	SIGNIFICANCE OF THE STUDY	2
V.	DEFINITION O F TERMS	3
VI.	LIMITATIONS OF THE STUDY	4
VII.	BASIC ASSUMPTIONS	5
VIII.	PROCEEDURE FOR COLLECTING DATA	5
IX.	PROCEEDURE FOR TREATING THE DATA	6
X.	DATA RESULTING FROM THE STUDY	7
XI.	CONCLUSIONS AND SIGNIFICANCE OF THE STUDY	10
XII.	RESULTS OF THE STUDY	10
BIBLIOGRAPHY		12
APPENDIX		13

BEST COPY AVAILABLE

I. TITLE

A Study of The Policy of Hourly Wages For Part-Time Instructors of Community Colleges in California.

II. STATEMENT OF THE PROBLEM

In most California Community Colleges, the part-time instructors have little or no rights or priveledges that are afforded regular full time instructors. They do not belong to any association and are not organized as a negotiating group. This affords the part-time instructor few, if any, benifits that are available for full-time employees.

Compton Community College has not increased the hourly rate of pay for part-time instructors since July 1, 1969. The rate of pay for part-time instructors is currently $9.50 per hour for a lecture class. This type of class meets an average of three hours a week for a semester of approximately eighteen weeks. In order to determine if this rate of pay is low or average, it was necessary to conduct a survey of the Community Colleges in the State of California.

III. HYPOTHESIS

The hourly pay for part-time instructors at Compton Community College is below the median for Community Colleges in the state of California.

IV. SIGNIFICANCE OF THE STUDY

In section 2.03 of the Compton Community College Board Policies, there are several statements that spell out the provisions for hiring part-time certificated employees on an hourly basis and specifies the conditions under which they may be hired, as well as the rate of pay per hour.[1]

The Continuing Education programs of California Community Colleges could not operate if it were not for the part-time instructors. In the majority of the Community Colleges, the part-time instructors constitute over fifty percent of the continuing education faculty. Therefore, it is most important that salary negotiations must continue to assist these employees to get wages that are competetive in order to keep as well as to recruit the best possible personnel.[2]

---

[1]Compton Community College District, Board Policies, (Revised, 1973) pp. 12

[2]Nelson, James H., "Collective Bargaining: An Instrument for Staff Development," Community and Junior College Journal. October 1972, pp.27

In the last five years, inflation has forced our nation to experience a cost of living increase of more than thirty percent.[3] With no pay increase in that length of time, the part-time instructor has had to pay more tax deductions as well as suffer a loss of approximately thirty cents out of every dollar earned.

> Since 1967 the average teachers salary has advanced forty-one percent, yet the average "market basket" of goods and services will cost almost forty-four percent more by the end of the summer months. In short, the average teacher's salary of $10,446 is worth only about $7,500 in 1967 dollars.[4]

Compton Community College was over the median in the state of California in 1969 when the Board of Trustees changed the policy regarding part-time instructors pay and granted $9.50 per hour for lecture classes. Since that date there has been no change in that policy.

V. DEFINITION OF TERMS

Part-time instructors. Any person employed to teach less than 100% of a teaching load.

---

[3] Nikolaieff, George A., Stabilizing America's Economy, (New York: The H. W. Wilson Co., 1972) pp. 82-85

[4] "Inflation Bites Teachers - Real Income Drops Again." The American Teacher, February, 1974. pp. 1 & 8.

Usually those teaching less than a 60% teaching load.

Full-time instructors. 15 hours of lecture type classes per week. 13 hours of lecture/laboratory type classes per week. 20 hours of laboratory type classes per week.

Continuing Education. Any class that meets after 4:30 P.M. or on Saturday.

Hourly pay. The amount of money paid for each hour of instruction.

Lecture Class. A class that is taught by an instructor that lectures only, with no laboratory time or a combination Lecture/ Laboratory time.

VI. LIMITATIONS OF THE STUDY

This study was limited to community colleges in the state of California.

As most of the part-time instructors are hired by Deans of Continuing Education, the survey was sent to these people only.

Although some colleges pay the same hourly pay for all instructors, this survey was concerned with

part-time instructors. This study is limited to the part-time instructor teaching lecture type classes only.

VII. BASIC ASSUMPTIONS

It was assumed that the part-time instructor earned the lowest or the beginning salary for lecture type of classes. It was also assumed that there was no significant difference in hourly pay for the beginning part-time instructor with that of the returning part-time instructor.

VIII. PROCEEDURE FOR COLLECTING DATA

A survey questionaire was sent to the Deans of Continuing Education in the ninety-eight California Community Colleges. (Questions included in Appendix of this practicum.) The original questionaire was developed by David Leek of Glendale College with a follow up survey by this writer, with modifications. A similiar survey was conducted by Rio Hondo College in 1972-73.

Of the ninety-eight colleges, there were responses from sixty-eight. This is approximately a sixty-nine percent return.

IX. PROCEDURE FOR TREATING THE DATA

The data was recorded and a listing was made of all the responding colleges beginning with the lowest hourly rate of pay to the college with the highest rate of pay. The median as well as the mean was indicated in the proper places in the listing. A graph was completed to give a visual picture to indicate the median as well as the mean.

X. DATA RESULTING FROM THE STUDY

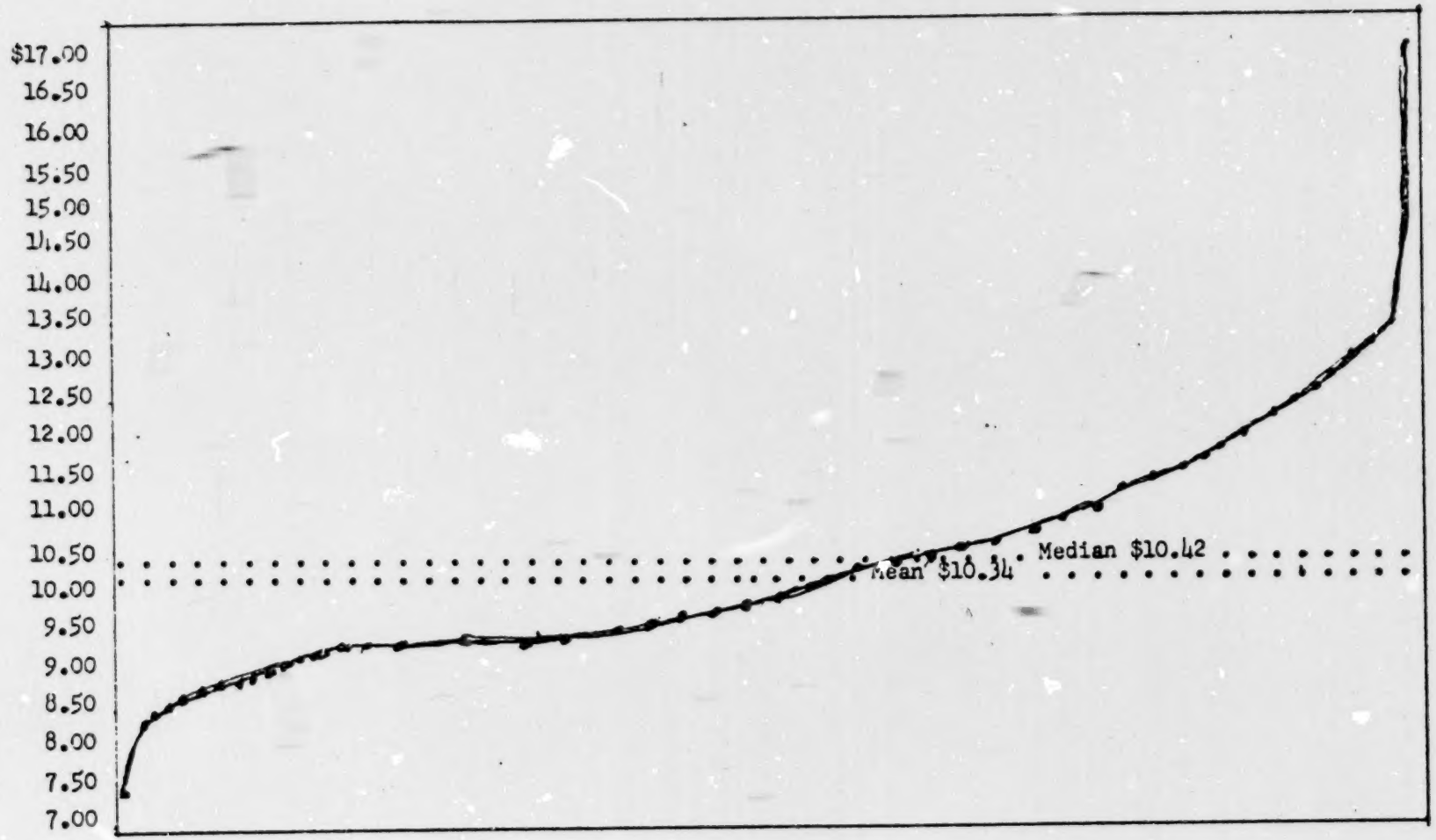
Part-Time Hourly Rate for Lecture Type Classes Paid by California Community Colleges

Community College	Hourly Pay
Antelope Valley	$ 7.50
Coll. of Siskiyous	7.50
Coll. of Sequoias	7.50
Victor Valley	7.50
West Hills	8.48
Citrus	8.49
Riverside	8.58
Santa Barbara	8.60
Yosemite	8.64
Pasadena	8.65
Yuba	8.72
Hancock	8.75
Monterey Peninsula	8.90
Merced	9.00
Coll. of Redwoods	9.00
Butte	9.07
Rancho Santiago	9.32
Palomar	9.38
Shasta	9.40
State Center	9.40
Bakersfield	9.47
Compton	9.50
Napa	9.50
Santa Clarita	9.51
Barstow	9.71
Cuesta	9.94
Glendale	9.95
Cerritos	10.00
Chaffey	10.00
Mt. San Antonio	10.00
Santa Rosa	10.00
Taft	10.20
Mira Costa	10.35
San Diego	10.42
Marin	10.47
San Joaquin Delta	10.48
San Mateo	10.48

Community College	Hourly Pay
Long Beach	$10.48
Chabot	10.50
Palo Verde	10.50
Orange Coast	10.60
Golden West	10.60
Contra Costa	10.71
Hartnell	11.00
Diablo Valley	11.00
Saddleback	11.00
Gavilan	11.00
San Bernardino	11.00
Crafton Hills	11.00
South Western	11.20
San Jose	11.25
L. A. City	11.45
L. A. Harbor	11.45
East L. A.	11.45
L. A. Pierce	11.45
L. A. Southwest	11.45
L. A. Trade Tech	11.45
L. A. Valley	11.45
West L. A.	11.45
Sierra	11.50
El Camino	11.81
West Valley	12.00
North Orange	12.57
Peralta	12.72
Grossmont	13.11
Cabrillo	13.28
Los Rios	13.47
Foothill	17.01

Mean is $10.34

Median is $10.42



Placement of the 68 Community Colleges that responded to the survey.
(See the list on the previous pages)

A formula was not used as the main concern was to find the rate of pay that was at the median of all the community colleges that responded. The objective was to prove that Compton Community College was below the median so that recommendations could be made to the Board of Trustees so that the part-time instructors could be granted a raise in pay for each hour of instruction.

XI. CONCLUSIONS AND SIGNIFICANCE OF THE DATA

The results of the study clearly indicated that the part-time pay for lecture classes at Compton Community College was ninety-two cents per hour below the median.

The Salary Committee of Compton Community College used the information gathered from this study in recommending a raise for the part-time instructors.

The President of Compton Community College asked for and was given a report of this survey to see where the college rated.

XII. RESULTS OF THE STUDY

The Compton Community College Board of Trustees reviewed the policy regarding part-time salaries and

granted a fifty cents an hour increase to all part-time instructors. The members of the salary committee of Compton Community College have stated that they have a strong committment to negotiate for another increase in pay for part-time instructors next year so that the pay will be at the median or above that of the Community Colleges in the state.

BIBLIOGRAPHY

Campbell, Ronald, "Collective Bargaining: Some Reflections of a President," Community and Junior College Journal, Vol. 44, No. 2, December/January 1974, pp. 25-28

Chase, Clinton I, Elementary Statistical Proceedures, New York: McGraw-Hill Book Co., 1967, pp. 28-40

Compton Community College, Board Policies, Revised 1973, p. 12. (Mimeographed)

"Coping With Hugh College Costs," Business Week, No. 2316, February 2, 1974.

Howe, Ray A., "The Conduct of Negotiations," Community And Junior College Journal, Vol. 44, No. 4, December/January 1974, pp 12-14.

"Inflation Bites Teachers - Real Income Drops Again," American Teacher, No. 58, February 1974.

"Inflation Shreds The Dollar," Newsweek, Vol. 78, August 16, 1971, pp. 59-61.

Marsh, Stewart, "The Community College: Everybody's Darling," Community and Junior College Journal, Vol. 68, No. 8, April 1974.

Nelson, James H., "Collective Bargaining: An Instrument For Staff Development," Community and Junior College Journal, Vol. 43, No. 2, October 1972, pp. 27.

Nikolaieff, George A., Stabilizing America's Economy, New York: The H. W. Wilson Co., 1972, pp. 82-85.

Robinson, Joan, Economic Heresies: Some Old-Fashioned Questions in Economic Theory, New York: Basic Books.

APPENDIX A

SURVEY OF SALARIES OF PART-TIME INSTRUCTORS

1. Do you hire part-time instructors?

   Yes _____ No _____

2. What is the beginning hourly rate for part-time instructors of lecture classes?

   $_____ per hour

3. Is the above part-time rate the same for summer session?

   Yes _____ No _____ If No $_____ per hour

4. May part-time instructors participate in

   a. Social Security benefit deductions?

      Yes _____ No _____

   b. Teacher retirement deductions?

      Yes _____ No _____

UNIVERSITY OF CALIF.
LOS ANGELES

AUG 30 1974

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

5. Is the overtime hourly rate of pay the same for full-time instructors as part-time instructors?

   Yes _____ No _____

   If no, how much more is paid to full-time instructors? $_____ per hour.

_____

Date _____ Respondant _____

_____College Title _____

(Please return in the return envelope provided)

If you would like to have the results of this survey, please indicate.

Yes _____ No _____